



Leadership Team



Project Management Office (PMO)

COL Robert Williams



Project Manager ASA(ALT), PEO EIS

The IPPS-A PMO manages the development of IPPS-A. PMO is responsible for designing and developing the system, training development, testing, implementation, customer relations and lifecycle sustainment.

LTC Corris Bullock



INC II Product Manager ASA(ALT), PEO EIS

The IPPS-A Increment II Product
Manager is responsible for the
development, integration, testing, fielding
and sustainment of IPPS-A, INC II, which
will provide the majority of IPPS-A
functionality.

Functional Management Division (FMD)

COL Rebecca Eggers



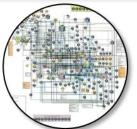
Division Chief G-1 (TBAI)

FMD is the functional sponsor for IPPS-A.
FMD is responsible for functional input including requirements definition, business process mapping, deployment, training strategy and change management.

Problems We Are Solving

(Modernizing Army HR)







Labor intensive to keep

200+ systems cyber

compliant



No Total Force Visibility and HR/Pay tracking or transparency for Soldier, HR Professionals, Ldrs



Army pays DFAS for separate Pay transactions linked to HR actions (~\$150M per year)











Different HR and Pay systems for each Component



Inaccurate Pay causing Soldier debt (\$1B Total)

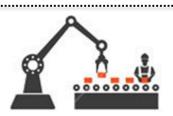


Army HR/Pay not auditable; Recurring AAA/DAIG/GAO audit findings and KPMG NFRs



Disconnected HR and Pay processes; untimely Pay impacting readiness





Manual industrial era Talent Management not system linked to compensation



Manual 1960s HR and Pay processes driven by pen and paper forms



5,500+ hours of system downtime impacting readiness

BLUF

WHAT IS IPPS-A?



The Integrated Personnel and Pay System - Army (IPPS-A) is the new personnel, pay and talent data system that every Soldier in all three components will use for their personnel transactions and record.

- #1 Army HR modernization effort with 24/7 online, Soldier self-service portal to initiate and track HR and pay actions.
- Integrated system and online record reducing pay and personnel errors, providing full transparency of actions and implementing mobile, self-service capabilities.
- Critical enabler for The Army People Strategy and its transition to a Talent Management system and an HR data-rich environment.
- Automated Talent Management capabilities to differentiate talent and better manage our people.



- Validate and correct:
 - ✓ Soldier/Officer/Automated Record Brief (SRB/ORB/ARB).
 - ✓ Personnel records on DMDC milConnect.
 - ✓ ATRRS Training Transcript.
 - ✓ Information/Qualifications on DTMS/ATMS.
 - ✓ Leave and Earning Statement (LES).
- Complete IPPS-A training (optional).
- Download the IPPS-A app for mobile capabilities.

- Monitor your Monthly Data Quality Assessment Report (DQAR).
- **Prepare Soldiers for data migration prior to Personnel** Readiness Reviews (PRRs) and enforce enhanced PRRs in your unit.
- Get your S3 and S1 involved with Army Organization Server (AOS) position management.
- Participate in IPPS-A Live training sessions available now (Data Correctness, AOS, Analytics, and MilPay).
- Complete required Leaders Course (1 hour).

HOW CAN LEADERS PREPARE?

Release 3 HR Functional Capability



CUSTOMER RELATIONS MODULE

- Help Desk
- Soldier Inquiries
- Trouble Ticket Capability
- Action Tracking

- 25 Point Profile (TM)
- Self-Professed/Manage KSBs
- Market Place
- Search Match

TALENT MANAGEMENT

HR SUPPORT

Self-Service & Personnel Internal Controls

Readiness & Manning

Disciplinary Actions

Assignments |

Action Requests

Duty Status I

Transfers |

Promotions

Reductions -





HR/TM

Reporting & Analytics I

Strength Management

Workflow/Audit/Internal Controls

BUSINESS INTELLIGENCE/ANALYTICS

Mobile Capability



Where can Soldiers download the app?

It is available on the Apple Store and Google Play Store. For CAC devices, download from the TRADOC App Gateway https://tag.army.mil/catalog/tag/home.

Is the app available for all Soldiers?

Any Soldier can download the app, but full functionality becomes available once your component is live on IPPS-A.

What can Soldiers do on the app?

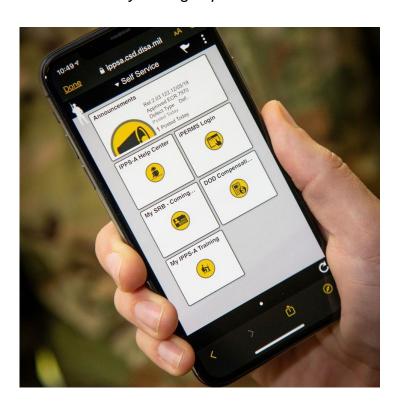
- Update Address and Contact Information
- Self-profess knowledge, skills and behaviors
- View Personal Profile and Promotion Points (Semi-Centralized)
- Submit / Track Personnel Action Requests (PARs)
- View and Apply for Job Openings
- Assignments
- Request / View Payroll Absence (Leave)
- Complete IPPS-A Training
- Submit / View CRM Cases

Where is more information about the app?

https://ipps-a.army.mil/mobile/

Manage Anytime, Anywhere

The IPPS-A app is a game-changer, delivering access and situational awareness of personnel transactions at your fingertips.



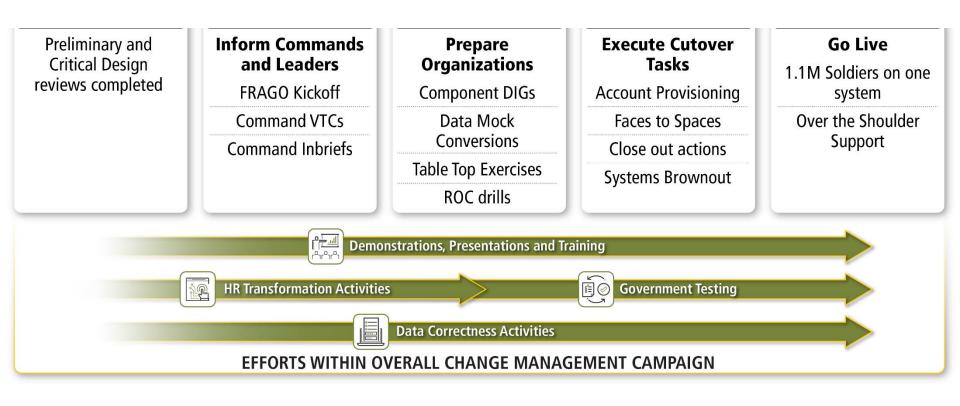
Need help with the app?

Contact the Help Desk 1-844-474-7772.

Release 3 Deployment Timeline



The Release 3 deployment plan will enable units from all 3 Components to prepare for successful Go Live.



How to Prepare for Release 3





Individual Soldiers Review, edit, update and correct personal HR data (DMDC, eMILPO SRB and

ATRRS Transcript)



Unit S1s

Complete Enhanced Personnel
Readiness Review (PRR) and
review/resolve errors from
monthly Data Quality
Assessment Report (DQAR)



System Owners
Review monthly DQAR and
correct errors identified in
Mock Conversions with IPPS-A
Functional Management
Division (FMD) Data Team

It is imperative that Soldiers, HR Professionals and units make timely data updates in the correct system at their levels.

Data Correctness Campaign

- Every Active and Reserve Soldier and unit should be preparing for IPPS-A.
- Maintaining accurate records during the transition is key.
- Identify and correct data within every Soldier record and Authoritative Data Source (ADS).
- Ensure accurate data in the ADSs prior to conversion and Release 3 Go Live.

What Div/Corps Can Do Now



Execute Specified Tasks for Data Correctness Campaign

- ENDSTATE: Ensure accurate data in the Authoritative Data Source (ADS) prior to conversion and Release 3 Go Live.
- Individual Soldiers: Review, edit, update, and correct personal HR data (DMDC, eMILPO SRB, and ATRRS Transcript).
- Unit S1s: Complete Enhanced PRR and review/resolve errors from monthly DQAR.
- System Owners: Review monthly DQAR and correct errors identified in Mock Conversions with IPPS-A FMD Data Team.

Units' Focus is on Two Tasks:

- 1. Enhanced Personnel Records Review (PRR)
 - eMILPO: Pay, Benefits, Promotions, Assignments, Soldier Data (233 data elements).
 - TOPMIS II: Pay, Benefits, Promotions, Assignments, Soldier Data (192 data elements).
 - ATMS / DTMS: HT/WT, APFT, ACFT, Weapons (30 data elements).
 - ATTRS: Courses and Dates (43 data elements).
 - How-To Guides: Visit MilSuite.
- 2. Data Quality Assessment Reports (DQAR)
 - IPPS-A FMD Data Team produces and distributes the monthly Active Component DQARs via DoD SAFE.
 - For access to your unit's report, contact SFC Wood.

Support Army Organization Server (AOS) Mobile Training Teams (MTT): Coordinate with Corps/Division Force Managers to request access to the AOS and:

- Provide support to command Force Managers to complete AOS IDBL tasks specified in MOD 1 to FRAGO 4.
- Request eMILPO faces to AOS spaces analysis from DA G-1 TBA FMD.
- Coordinate with command Force Managers and IPPS-A AOS integration team to correct face-space mismatches caused by AOS structure deficiencies.

Support MilPay MTT:	Available User Guides
 Visit MilPay MTT Training link. Request the most current HRC MilPay MTT Training Schedule, contact MAJ Taylor or SGM Baker. For more information, contact IPPS-A. 	 Soldier Guide Milwiki Site (ATMS, ATRRS, eMILPO, milConnect) Enhanced PRR DQAR Guide

Release 3 Training Approach



Intent: IPPS-A trains ~1700 T3 instructors from all 3 components on IPPS-A functionality and cutover activities. T3s will provide hands-on training to their organizations at home station.

Training Requirements:

- Leaders: ~1 hr video
- HR Professional: ~40 hr Distance Learning
 - + 2-days Hands-on HR specific Exercises
- Self-Service: ~1 hr video (optional)

Train the Trainer (T3) Instruction:

- ARNG train on additional capabilities provided in Release 3 (5-day model for ARNG)
- AC / USAR: 10-day training model with system functionality, use of training environments and Go Live tasks and rehearsals
 - Measuring deployment readiness
 - · Provisioning personnel

T3 Requirements:

- · Return to home station and train users with assistance from IPPS-A
- Dual-hatted as Action Officers at BDE and below

Sustainment Training:

- Institutional Training:
 - Updated IMT and PME curriculum
 - Functional Courses
- Operational / Unit Level:
 - Operational Training Database: copy of production for internal training / Sergeant's Time, exercises, etc.

- Release 3 uses a comprehensive role-based training to prepare HR Professionals and leaders for operations in IPPS-A.
- > Training consists of mandatory DL and face-to-face hands-on training.
- ➤ Release 3 leverages a Train the Trainer (T3) model to conduct the unit level hands-on training and develop organizational SMEs.

IPPS-A NET Training*		
Role Qualification Training		
May – July 21	Inst./ Dev. Training	
Started July	T3 Training	
Started July	Leader Training	
Started July	HR Pro Training	

*Estimated dates, subject to change

Talent Management Way Ahead with IPPS-A

(Release 3 and Beyond)

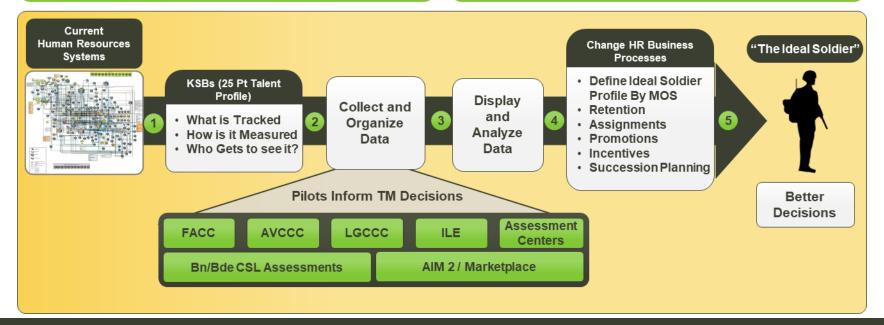


Bottom Line Up Front

IPPS-A is the vehicle for change that will transform the Army's Industrial Age personnel system to a 21st Century Talent Management System

Data is the Center of Gravity to Facilitate Change

Continued Pilots by Army & Talent Management Task Force are critical and provide visibility that will change Decision Making



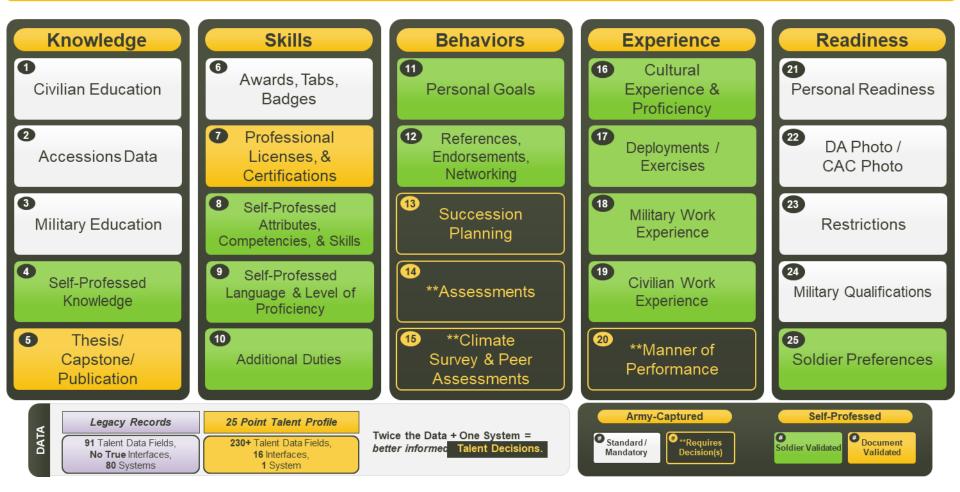
The 25 Point Talent Profile

(Release 3 and Beyond)



Bottom Line Up Front

The 25PTP, which includes hundreds of data elements regarding knowledge, skills, behavior, experience, and readiness; presents a holistic talent profile for each Soldier / Leader



How Does IPPS-A Change MilPay Processing?



HR Triggers Pay eliminating separate
manual pay
transactions

Business Rules embedded – eliminating primarily manual interpretation Self-Service – eliminating manual pay transactions / packets for Soldier

Activity Guides - eliminating manual pay transactions for Soldier



HR Transactions on Soldier's record trigger pay

Example:

Soldier arrives to Afghanistan; Hardship Duty Pay-Location (HDP-L) starts for Soldier once they serve 30 consecutive days in country (IAW business rules); retroactively paid from arrival



Business Rules embedded within IPPS-A support "If / Then" scenarios electronically

Example:

If Soldier is involuntarily separated from Family (deployed) for more than 30 days, Soldier is eligible for Family Separation Allowance (DoD FMR)



Allows Soldiers to request pay impacting Personnel Actions (PARs) electronically via Self-Service

Example:

Absence Request (Leave) requested by Soldier via Mobile Self-Service. Leave taken upon approval (default) vs. after



Guides Soldiers to complete certain tasks in specific order as applicable

Example:

In-processing / onboarding process for a new hire that can include multiple users and numerous tasks or steps

Communications Products & Social Media Channels



To follow IPPS-A:



facebook.com/armyippsa/



youtube.com/c/IPPSA



instagram.com/usarmy_ippsa



twitter.com/IPPSArmy



linkedin.com/company/ipps-a/



Podcast on Apple, Spotify, Google, Castbox, and more!



usarmy.pentagon.hqda-ippsa.mbx.ipps-a@mail.mil



www.milsuite.mil/book/community/spaces/apf/s1net/ipps-a

IPPS-A has several communications channels and products that help promote how the Army is revolutionizing personnel, pay, and talent and data processes. <<Click on images below>>



Senior Leader Priorities



Release 3 Demos



The Ippsons



IPPS-A LIVE

IPPS-A Live Townhall



Release 3 Functional Demos



Leader Course

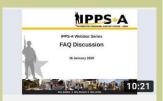


IPPS-A
PODCAST
48:16

IPPS-A Podcast



Coffee Tawk



IPPS-A Live Training



References

NOTE: If YouTube is blocked on your network, videos are also available on Facebook and MilSuite S1Net.